

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HQ/SOCR (and below)

For 3rd Quarter 2016 for period ending June 30, 2016

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 06-30
	2011	2012	2013	2014	2015	
Number of Complaints Filed	128	134	153	130	164	127
Number of Complainants	109	134	151	130	164	127
Repeat Filers	3	0	2	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 06-30
	2011	2012	2013	2014	2015	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	38	45	53	39	58	35
Color	6	12	12	14	13	10
Religion	4	6	8	5	12	7
Reprisal	39	70	78	52	62	41
Sex	27	41	40	43	50	42
PDA	1	1	1	2	1	6
National Origin	28	22	23	34	26	15
Equal Pay Act	0	0	2	2	0	0

Age	29	41	36	27	38	29
Disability	26	31	41	32	47	29
Genetics	0	0	0	1	1	1
Non-EEO	4	2	3	7	11	6
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 06-30
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints filed.	2011	2012	2013	2014	2015	
Appointment/Hire	0	1	3	19	22	18
Assignment of Duties	9	22	22	15	29	12
Awards	1	1	5	1	5	0
Conversion to Full-time	0	0	0	0	1	0
Disciplinary Action						
Demotion	1	0	3	0	1	1
Reprimand	8	10	9	5	9	6
Suspension	1	5	6	1	3	4
Removal	1	1	1	0	0	0
Other	5	5	4	0	0	0
Duty Hours	1	2	4	1	0	0
Evaluation Appraisal	14	24	29	17	21	16
Examination/Test	0	0	0	2	0	2
Harassment						
Non-Sexual	47	66	59	42	70	44
Sexual	4	2	3	4	8	3
Medical Examination	1	5	7	1	1	2
Pay (Including Overtime)	1	5	7	6	2	0
Promotion/Non-Selection	21	25	23	19	21	15
Reassignment						

Denied	2	1	4	0	4	1
Directed	2	5	4	0	4	0
Reasonable Accommodation	9	10	15	8	15	7
Reinstatement	0	0	0	0	0	0
Retirement	1	0	1	0	0	1
Termination	15	12	18	8	18	10
Terms/Conditions of Employment	2	9	8	31	31	4
Time and Attendance	3	10	13	7	12	5
Training	10	5	4	3	8	3
Other	12	17	25	0	0	2
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 06-30
	2011	2012	2013	2014	2015	
Complaints pending during fiscal year						
Average number of days in investigation	289.33	244.39	276.92	240.19	200.97	189.66
Average number of days in final action	95.75	125.02	246.41	57.61	58.05	55.97
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	288.41	243.97	296.05	254.02	214.41	208.66
Average number of days in final action	30.48	8.82	57.30	22.70	30.14	48.86
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	290.77	245.09	252.60	226.14	190.45	175.07
Average number of days in final action	130.02	190.87	315.18	74.33	70.27	58.92
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2016

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Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	1	100	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2016 Thru 06-30	
	2011		2012		2013		2014		2015			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	1		1		1		1		2		1	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	1	100
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	100	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	1	50	0	0
Promotion/Non-Selection	0	0	0	0	0	0	1	100	1	50	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0
Findings After Hearing	1		1		0		1		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	1	100	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	100	0	0	0	0	0	0	0	0

Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	1	100	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	1	100	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status							Comparative Data					
							Previous Fiscal Year Data					2016 Thru 06-30
							2011	2012	2013	2014	2015	
Total complaints from previous Fiscal Years							0	0	0	0	110	151
Total Complainants							95	141	175	186	104	145
Number complaints pending												
Investigation							6	3	3	3	3	4
ROI issued, pending Complainant's action							0	3	2	0	0	0

Hearing	61	63	73	95	99	138
Final Agency Action	10	10	3	7	8	8
Appeal with EEOC Office of Federal Operations	42	48	59	82	3	8
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2016 Thru 06-30
	2011	2012	2013	2014	2015	
Pending Complaints Where Investigations Exceed Required Time Frames	10	21	21	7	3	1